



# New Jersey Department of Human Services Office of Children's Services

## CHILD WELFARE TRAINING ACADEMY

### New Jersey Child Welfare Training Academy is established under Child Welfare Reform Plan

**T**he New Jersey Child Welfare Training Academy will be the center for all training and development opportunities for new and existing staff of the divisions of the Office of Children's Services including DYFS, the Division of Child Behavioral Health Services and the Division of Prevention and Community Partnerships. The Training Academy will also provide training to resource families, staff at community and provider agencies and members of the community involved in child welfare services and activities. The mission of the Training Academy is to ensure that meaningful, state of the art training is provided to everyone in our system who touches the lives of vulnerable children.

### STRATEGIES AND RESPONSIBILITIES OF THE CHILD WELFARE TRAINING ACADEMY

A new approach to training is an essential element of the reform of the child welfare system in New Jersey.

✓ **Training for DYFS Staff** - DYFS case-carrying staff will receive training and support in the new case practice strategies of enhanced investigation skills, family team meetings and one worker-one family. Ongoing coaching and mentoring will follow formal training. New DYFS staff will receive a combination of pre-service and foundation courses during their first year of employment. Training will consist of classroom, simulation and field experiences. Thereafter, Training Academy staff and work place coaches and mentors will be available to provide continued support in skills and strategies.

✓ **Collaboration with Training and Education Partners** - The Training Academy will draw on the expertise of national experts, child welfare leaders and the social work programs at universities and colleges, to develop a range of training programs and curricula.

✓ **Training of our Partners** - The Training Academy will offer programs to our partners in government and the community including county child welfare agencies, judges, deputy attorneys general, law guardians, law enforcement personnel, doctors, nurses and other medical personnel, teachers and school administrators, local government officials, staff at private service delivery organizations, community-based and religious organizations, our union partners, and others.

✓ **Career Development Opportunities** - Through partnership with institutions of higher education, tuition reimbursement and incentive programs will be made available to OCS staff for education and professional development. This will include opportunities for all levels of staff to earn social work and related degrees. Our goals for educational opportunities for staff will be consistent with national child welfare agency accreditation standards.

✓ **Cultural Competency** - The Training Academy will ensure that our child welfare staff are respectful of and knowledgeable about cultural values. The Academy will also continuously evaluate training and services provided to families and children to ensure sensitivity to cultural differences.

For more information log on to [www.dhs.state.nj.us](http://www.dhs.state.nj.us) or contact  
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